# Exhibit E

# UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION

QUANTLAB TECHNOLOGIES, LTD. (BVI) and QUANTLAB FINANCIAL, LLC,

Plaintiffs,

Civil Action No. H-09-4039

٧,

VITALIY GODLEVSKY, ANDRIY KUHARSKY, ANNA MARAVINA, PING AN, EMMANUEL MAMALAKIS and SXP ANALYTICS, LLC,

JURY DEMANDED

Defendants.

# DEFENDANT SXP ANALYTICS, LLC'S RESPONSE TO PLAINTIFFS' FIRST REQUEST FOR PRODUCTION

Pursuant to Rule 34 of the Federal Rules of Civil Procedure, Defendant SXP Analytics, LLC ("SXP") hereby responds and objects to Plaintiffs' first request for the production of documents as follows:

#### PRELIMINARY STATEMENT

SXP has not yet fully completed its investigation of the facts related to the case, has not fully completed discovery in this action, and has not completed its preparation for trial. All of the answers contained herein are based only upon such information and documents as are presently available and specifically known to SXP. It is anticipated that further discovery, independent investigation, legal

research, and analysis will supply additional facts, add meaning to known facts, as well as establish entirely new factual conclusions and legal contentions, all of which may lead to substantial additions to, changes in, and variations from the contents set forth herein.

The following responses are given without prejudice to SXP's right to produce evidence of any subsequently discovered fact or facts. SXP accordingly reserves the right to change and supplement any and all responses herein as additional facts are ascertained, analyses are made, and legal research is completed. The answers contained herein are made in a good faith effort to supply as much factual information as is presently known, but should in no way prejudice SXP's right to supplement or augment its responses to these Requests as its discovery and investigation continues. SXP objects to all the requests to the extent they request attorney-client privileged communications.

#### GENERAL OBJECTIONS

SXP responds to the requests subject to the general objections set forth below. These general objections form a part of the response to each request as though set forth fully therein. The general objections may be specifically referenced in the response to a request for purpose of clarity; however, the failure to incorporate specifically a general objection should not be construed as a waiver of that objection.

- 1. SXP objects to the Requests for Production of Documents to the extent they seek information protected by the attorney-client and/or work product privileges.
- 2. SXP objects to the Requests for Production of Documents to the extent they exceed the parameters of permissible discovery under the Federal Rules of Civil Procedure, and/or any other applicable rules or laws.
- 3. SXP objects to the Requests for Production of Documents to the extent they seek confidential, proprietary or trade secret information or documents from Defendants. Such information and/or documents are not subject to disclosure without a protective order, which has not been entered in this case.

  SXP will not produce any such documents until a mutually agreeable protective order is entered in this case.
- 4. SXP objects to the Requests for Production of Documents to the extent they seek public record information and/or documents equally available to all parties.
- 5. SXP's objections are made without waiver of, or prejudice to, additional objections they may make. All such objections are hereby expressly preserved, as is the right to move for a protective order.
- 6. SXP reserves all objections as to the admissibility at trial of any information provided.

- 7. The supplying of information in response to Requests for Production of Documents does not constitute an admission by SXP that such information or documents are relevant in this action.
- 8. All information or documents provided by SXP is for use in this litigation only and for no other purpose.
- 9. SXP objects to each and every Request for Production of Documents to the extent that the information or documents called for, if any, are irrelevant and not reasonably calculated to lead to the discovery of admissible evidence.
- 10. SXP objects to each and every Request for Production of Documents to the extent that it seeks information or documents not in Defendants' possession, custody or control.
- 11. SXP objects to each and every Request for Production of Documents to the extent that it is overly broad, vague, ambiguous, oppressive, unduly burdensome, expensive, harassing and beyond the permissible scope of discovery under the Federal Rules of Civil Procedure and/or any other applicable laws or rules.
- 12. SXP objects to the Definitions and Instructions set forth in the Requests for Production of Documents to the extent they exceed the parameters of permissible discovery under the Federal Rules of Civil Procedure, or any other applicable rules or laws.
  - 13. SXP reserves the right to supplement its answers to discovery.

#### **OBJECTIONS TO DEFINITIONS AND INSTRUCTIONS**

- 14. SXP objects to the definition of "High frequency trading" as vague, ambiguous and misleading. For example, all sorts of activity related to trading in securities would fall into this definition, such as any intra-day purchasing and selling of a single stock without regard to the scope or frequency of the trading activity, all of which are irrelevant to this case.
- and ambiguous. The definition, particularly as it includes any "other analytical tools to identify market mispricings," describes what every single buyer or seller of stock does when he/she/it buys or sells a security. Every investor is attempting to take advantage of market mispricings through the use of analytical tools, statistical patterns, "or other factors that may allow a person to forecast what a price of various financial instruments will be in the future."
- 16. SXP objects to the definition of "Trading technology" because it is vague, ambiguous, and overly broad. For example, trading technology under this definition would include the use of common internet stock trading devices such as those provided by TDAmeritrade or E\*Trade.
- 17. SXP objects to the definition of "Automated trading" because it is vague, ambiguous, and overbroad. For example, common stock orders, such as limit orders, placed through the internet would qualify as "Automated trading" under this definition.

18. SXP objects to the definition of "computer code" because it is vague, ambiguous, and so overbroad that it lacks any specific meaning whatsoever.

# **REQUEST FOR PRODUCTION NO. 1:**

All documents and communications (including e-mail correspondence) relating to or reflecting the formation of SXP, including, but not limited to, business licenses, filings, and registration documents.

## **RESPONSE:**

SXP will produce non-privileged and otherwise discoverable documents, if any, responsive to this Request at a time and place mutually convenient to counsel.

# **REQUEST FOR PRODUCTION NO. 2:**

All documents and communications (including e-mail correspondence) relating to or reflecting the organizational structure of SXP, including, but not limited to, organizational chart(s), management structure diagrams, board of directors listings, and membership interest(s).

#### **RESPONSE:**

SXP objects to this request because it is overbroad and not reasonably calculated to lead to admissible evidence. SPX also objects to the phrase "organizational structure" because it is vague and ambiguous. Subject to and without waiving the foregoing objections and the general objections, SXP responds that it does not have documents reflecting "organizational chart(s), management structure diagrams, board of directors listings, and membership interest(s)."

Request at a time and place mutually convenient to counsel, but believes it has no responsive documents.

# **REQUEST FOR PRODUCTION NO. 83:**

Documents sufficient to identify any web site to which or from which SXP or someone acting on SXP's behalf has downloaded computer code of any kind.

#### **RESPONSE:**

SXP objects to this request because it is overbroad, unduly burdensome, seeks irrelevant information, and is not reasonably calculated to lead to admissible evidence.

# **REQUEST FOR PRODUCTION NO. 84:**

All documents in the custody, control, or possession of SXP that belong to Quantlab.

#### **RESPONSE:**

SXP objects to this request because it is vague and ambiguous. Further, SXP objects because the request seeks documents irrelevant to the parties claims and defenses until Quantlab identifies the various computer code, property, documents and reports that it contends constitute its trade secrets in this case. Subject to these objections and the general objections, SXP responds that it believes it has no responsive documents however the request is interpreted.

# **REQUEST FOR PRODUCTION NO. 85:**

All property, whether tangible or intangible electronic information, in the custody, control, or possession of SXP that belongs to Quantlab.

# **RESPONSE:**

SXP objects to this request because it is vague and ambiguous. Further, SXP objects because the request seeks documents irrelevant to the parties claims and defenses until Quantlab identifies the various computer code, property, documents and reports that it contends constitute its trade secrets in this case. Subject to these objections and the general objections, SXP responds that it believes it has no responsive documents however the request is interpreted..

# **REQUEST FOR PRODUCTION NO. 86:**

All software or computer code copied or downloaded by SXP that belonged to Quantlab.

#### RESPONSE:

SXP objects to this request because it is vague and ambiguous, and incorporates by reference its objection to the definition of "computer code."

Further, SXP objects because the request seeks documents irrelevant to the parties claims and defenses until Quantlab identifies the various computer code, property, documents and reports that it contends constitute its trade secrets in this case.

Subject to these objections and the general objections, SXP responds that it believes it has no responsive documents however the request is interpreted..

# **REQUEST FOR PRODUCTION NO. 87:**

All software or computer code developed by SXP that has incorporated or been derived from, in whole or in part, Quantlab's trading strategies, trading technology, or proprietary computer code.

Dated this 26th day of May, 2010.

James M. Cleary, Jr. State Bar No.: 00783838 Fed. ID No. 15499

Martin, Disiere, Jefferson & Wisdom,

LLP

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# UNITED STATES DISTRICT COURT FOR THE SOUTHERN DISTRICT OF TEXAS HOUSTON DIVISION

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٧.

VITALIY GODLEVSKY, ANDRIY KUHARSKY, ANNA MARAVINA, PING AN, EMMANUEL MAMALAKIS and SXP ANALYTICS, LLC,

Defendants.

#### **CERTIFICATE OF SERVICE**

I hereby certify that on May 26, 2010, a copy of Emmanuel Mamalakis's and SXP Analytics, LLC's Responses to Plaintiff's First Requests for Admission, Answers to Plaintiffs' First Set of Interrogatories, and Responses to Plaintiffs' First Requests for Production, was sent by e-mail and first class United States mail to:

Allan H. Neighbors, IV, Esq. Littler Mendelson, P.C. 1301 McKinney Street, Suite 1900 Houston, TX 77010-3031 aneighbors@littler.com

# By e-mail to:

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By first class mail to:

Ms. Ping An 92 North Chandler Creek The Woodlands, TX 77381

Dated this 26 day of May, 2010.

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Milwaukee, WI 53202 Telephone: 414-298-1000 Facsimile: 414-298-8097

Attorneys for Defendants SXP Analytics, LLC and Emmanuel Mamalakis

| EEOC FORM 131 (11/09) U.S. Equal Employment  | Opportunity Commission  |  |  |  |  |  |
|--|---|--|--|--|--|--|
|  | PERSON FILING CHARGE  |  |  |  |  |  |
|  | <b>コ</b> !  |  |  |  |  |  |
| Marilyn Hartman  | 1   |  |  |  |  |  |
| Human Resources Director   | Leonor M. Garza   |  |  |  |  |  |
| ENTERPRISE PRODUCTS GP, LLC  | THIS PERSON (check one or both)   |  |  |  |  |  |
| 2727 North Loop West   | X Claims To Be Aggrieved  |  |  |  |  |  |
| Houston, TX 77008  | Is Filing on Behalf of Other(s)   |  |  |  |  |  |
|  | 10 Tilling on Delian of Other(s)  |  |  |  |  |  |
|  | EEOC CHARGE NO.   |  |  |  |  |  |
| *****  | 460-2012-01048  |  |  |  |  |  |
| NOTICE OF CHARGE   |   |  |  |  |  |  |
| (See the enclosed for a  | additional information)   |  |  |  |  |  |
| This is notice that a charge of employment discrimination has bee  | n filed against your organization under:  |  |  |  |  |  |
| X Title VII of the Civil Rights Act (Title VII) The Equal Pa   | y Act (EPA) The Americans with Disabilities Act (ADA)   |  |  |  |  |  |
| The Age Discrimination in Employment Act (ADEA)  | The Genetic Information Nondiscrimination Act (GINA)  |  |  |  |  |  |
| The boxes checked below apply to our handling of this charge:  |   |  |  |  |  |  |
| 1. No action is required by you at this time.  |   |  |  |  |  |  |
| 2. Please call the EEOC Representative listed below concerning the fu  | rther handling of this charge.  |  |  |  |  |  |
| 3. X Please provide by 23-MAR-12 a statement of your positi  | on on the issues covered by this charge, with copies of any   |  |  |  |  |  |
| Long Production of the Product | Your response will be placed in the file and considered as we investigate   |  |  |  |  |  |
|  | est for information and send your response to the EEOC and considered as we investigate the charge. A prompt response to this |  |  |  |  |  |
|  |   |  |  |  |  |  |
| 5. X EEOC has a Mediation program that gives parties an opportunity to expenditure of resources. If you would like to participate, please say  |   |  |  |  |  |  |
| to Katherine S. Perez, ADR Coordinator, at (210 If you DO NOT wish to try Mediation, you must respond to any requirements.   |   |  |  |  |  |  |
| For further inquiry on this matter, please use the charge number shown at<br>or any inquiry you may have should be directed to:  | ove. Your position statement, your response to our request for information,   |  |  |  |  |  |
| hotto Mari   | 0   |  |  |  |  |  |
| Julia Way,<br>Intake Supervisor  | San Antonio Field Office  |  |  |  |  |  |
|  | 5410 Fredericksburg Rd<br>Suite 200   |  |  |  |  |  |
| EEOC Representative  | San Antonio, TX 78229   |  |  |  |  |  |
| Telephone (210) 281-7621   | Fax: (210) 281-7690   |  |  |  |  |  |
| Enclosure(s): Copy of Charge   |   |  |  |  |  |  |
| CIRCUMSTANCES OF ALLEGED DISCRIMINATION  |   |  |  |  |  |  |
| Race Color X Sex Religion National Origin  | Age Disability X Retallation Genetic Information Other  |  |  |  |  |  |
| See enclosed copy of charge of discrimination.   |   |  |  |  |  |  |
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|  |   |  |  |  |  |  |
| Date Name / Title of Authorized Official   | Signature   |  |  |  |  |  |
| Travis G. Hicks,   |   |  |  |  |  |  |
| February 23, 2012 Acting Director  |   |  |  |  |  |  |
|  |   |  |  |  |  |  |

| CHARGE OF DISCRIMINATION This termis attendar by the Privacy And of 1974. See evolused Privacy And Subserved And S | orm 5 (11/09)  |   |   |                        |  |                               |                  |  |
|--|--|---|---|------------------------|--|-------------------------------|------------------|--|
| Texas Workforce Commission Civil Rights Division and EEOC  Texas Workforce Commission Civil Rights Division and EEOC  State or boal Agency, if any Leonor M. Garza  City, State and 28F Code  1443 FM 2294, P.O. Box 6, Defmita, TX 78536  Named is the Employer, Labor Organization, Employment Agency, Apprentioaship Committee, or State or Local Government Agency That I Believe Discontrated Agents More Orbers. If more than Invo, fast under PARTICULARS below)  Name ENTERPRISE PRODUCTS GP LLC  Store Address  City, State and ZIP Code  No. Employees, Members Phone No. (Include Area Code)  (956) 842-5965  Street Address  142 Valero Rd, Delmita, TX 78536  Name  No. Employees, Members Phone No. (Include Area Code)  Street Address  City, State and ZIP Code  DISCRIMINATION BASED ON (Check appropriate borino))  RACE Color X SEX RELIGION NATIONAL DRIGIN OFFICE Earliest Latest Q2-22-2011 Q2-22-2011 Q2-19-2011  T1-19-2011  The PARTICULARS ARE Off additional paper is needed, affecte outs sheet(s)): Since beginning my temporary assignment at the company, Cesar Alaniz has persistently harassed me by: Asking me to perform other male employee's duties as well as his and intimidated me saying that if I didn't, he would recommend I be fired.  He also yelled at me and constantly obsessed about my moods and accused me of having an attitude when I rofused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  I went this charge filed with both the EECC and the State entical Agency, if any. I will advise the generics if Change my address or phone number and twill be filed by period or playing in incording on the procedules.  I went this charge filed with both the EECC and the State entical Agency, if any. I will advise the generics if Change my address or phone number and twill be filed by peri | CHAR   | GE OF DISCRIMINATION                              | Charge Presented To: Agency(ies) Charge No(s) |                        |  | es) Charge No(s):             |                  |  |
| Texas Workforce Commission Civil Rights Division and ECOC    Name (indicate Mr. Ms. Mrs.)   Date of Birth  |  |   |   | FEPA                   |  |                               |                  |  |
| Silet or focal Agency, if any  Leonor M. Garza  City, State and ZIP Code  1443 FM 2294, P.O. Box 6, Delmita, TX 78536  City, State and ZIP Code  1443 FM 2294, P.O. Box 6, Delmita, TX 78536  Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency That I Believe Discriminated Agency Members  Name  No. Employment, Members  Phone No. (Include Area Code)  Street Address  City, State and ZIP Code  OISCREMNATION BASED ON (Check Appropriate box(es))  Race COOR X SEX RELIGION NATIONAL ORIGIN  ARCE COOR X SEX RELIGION NATIONAL ORIGIN  ARCE COOR X SEX RELIGION NATIONAL ORIGIN  The PARTICULARS ARE (if additional Agency, I apprenticeable Discrimination and Constantly Obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  Lwant his charge filed with both the EECC and the State or local Agency, If any, I was adverted to agencial II charge my address or proper number and limit is sure to be best of my knowledge, information and belief.  Signaturace of Complana. The Appropriate Discrimination and belief.  ANNEL TYPE AND ACCUR | Statement ar   | iu otnei information before completing this form. | X   | EEOC                   |  | 460-                          | 2012-01048       |  |
| Silet or focal Agency, if any  Leonor M. Garza  City, State and ZIP Code  1443 FM 2294, P.O. Box 6, Delmita, TX 78536  City, State and ZIP Code  1443 FM 2294, P.O. Box 6, Delmita, TX 78536  Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency, Apprenticeably Committee, or State or Local Government Agency That I Believe Discriminated Agents Me or Origanization, Employment Agency That I Believe Discriminated Agency Members  Name  No. Employment, Members  Phone No. (Include Area Code)  Street Address  City, State and ZIP Code  OISCREMNATION BASED ON (Check Appropriate box(es))  Race COOR X SEX RELIGION NATIONAL ORIGIN  ARCE COOR X SEX RELIGION NATIONAL ORIGIN  ARCE COOR X SEX RELIGION NATIONAL ORIGIN  The PARTICULARS ARE (if additional Agency, I apprenticeable Discrimination and Constantly Obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  Lwant his charge filed with both the EECC and the State or local Agency, If any, I was adverted to agencial II charge my address or proper number and limit is sure to be best of my knowledge, information and belief.  Signaturace of Complana. The Appropriate Discrimination and belief.  ANNEL TYPE AND ACCUR |  | Texas Workforce Commissio                         | n Civil Righ                                  | ts Divis               | ion                                    |                               | and EEOC         |  |
| City, State and ZIP Code   City, State and ZiP   |  |   | <del></del>                                   |                        |  |                               |                  |  |
| Street Address  1443 FM 2294, P.O. Box 6, Delmita, TX 78536  Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Ageinst Me or Others. (If more than two, list under PARTTCULARS below)  Note:    Note: Employers, Members   Prince No. (include Area Cooke)  | Name (indicate Mr., Ms., Mrs.)   |   | v   | Hame Pho               | one (Incl. Area C                      | ode)                          | Date of Birth    |  |
| Named is the Employer, Labor Organization, Employment Agency, Approntiseship Committee, or State or Local Government Agency That I Believe Discriminated Agency Labor Organization, Employment Agency, Approntiseship Committee, or State or Local Government Agency That I Believe Discriminated Agency Labor Organization, Employment Agency That I Believe Discriminated Agency I Agency  | Leonor M. Garza  |   |   | (956                   | 56) 481-3621 10-27-1975                |                               |                  |  |
| Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)  Name    No. Employees, Members   Phone No. (Include Area Code)  | •  |   |   |                        |  |                               |                  |  |
| ENTERPRISE PRODUCTS GP LLC  Street Address  City, State and ZIP Code    No. Employees, Members   |  |   |   | State or Loc           | al Governmen                           | t Agency                      | / That I Believe |  |
| Street Address  City, Slate and ZIP Code  No. Employees, Members  Phone No. (Include Area Code)  Street Address  City, Slate and ZIP Code  City, Slate and ZIP Code  OISCRIMINATION BASED ON (Check appropriate box(es).)  RACE  |  |   |   | No. Employ             | rees, Members                          | Phone No. (Include Area Code) |                  |  |
| Name    No. Employees, Members   Phone No. (Include Area Code)   | ENTERPRISE PRO   | DUCTS GP LLC                                      |   | 500 c                  | r More                                 | (956) 842-5965                |                  |  |
| Street Address  City, State and ZIP Code  DISCRIMINATION BASED ON (Check appropriate box(es))  RACE COLOR X SEX RELIGION NATIONAL ORIGIN OCCUPANTION AGE DISABILITY GENETIC INFORMATION OCCUPANTION AGE DISABILITY GENETIC INFORMATION CONTINUING ACTION  THE PARTICULARS ARE (If additional paper is needed, attach extra stheet(s)):  Since beginning my temporary assignment at the company, Cesar Alaniz has persistently harassed me by:  Asking me to perform other male employee's duties as well as his and intimidated me saying that if I didn't, he would recommend I be fired.  He also yelled at me and constantly obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies II I change my address or phone number and I will cooperate fully them in the processing of my charge in accordance with their procedures.  I want this charge filed with both the EEOC and the State or local Agency, if any. I word knowledge, information and belief.  SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THE DASKE (month, day, year)  ANNUEL DEPEN.  ANNUEL DEPEN.  ANNUEL DEPEN.  ANNUEL DEPEN.  | Street Address   | City, State a                                     | and ZIP Code                                  | •                      |  |                               |                  |  |
| DISCRIMINATION BASED ON (Check appropriate box(es).)  RACE COLOR X SEX RELIGION NATIONAL ORIGIN  OTHER (Specify)  OTHER (Specify)  Since beginning my temporary assignment at the company, Cesar Alaniz has persistently harassed me by:  Asking me to perform other male employee's duties as well as his and intimidated me saying that if I didn't, he would recommend I be fired.  He also yelled at me and constantly obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  I want this charge filed with both the EEOC and the State or local Agency, If any, I will advise the agencies If I change my address or phone number and I will cooperate fully with them in the processing on younger and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THAPARE (month, day, year)  ANNEED, ZEPPDA  | 142 Valero Rd, Del   | mita, TX 78536                                    |   |                        |  |                               |                  |  |
| DISCRIMINATION BASED ON (Check appropriate box(es).)  RACE COLOR X SEX RELIGION NATIONAL ORIGIN  RACE COLOR X SEX RELIGION NATIONAL ORIGIN  OTHER (Specify)  OTHER (Specify)  OTHER (Specify)  THE PARTICULARS ARE (if additional paper is needed, attach extra sheet(s)):  Since beginning my temporary assignment at the company, Cesar Alaniz has persistently harassed me by:  Asking me to perform other male employee's duties as well as his and intimidated me saying that if I didn't, he would recommend I be fired.  He also yelled at me and constantly obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  I want this charge flied with both the EECC and the State or local Agency, it any, I will advise the apencies If I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THI DATE (month, day, year)  | Name   |   |   | No. Employees, Members |  | Phone No. (include Area Code) |                  |  |
| RACE COLOR X SEX RELIGION NATIONAL ORIGIN 02-22-2011 12-19-2011  X RETALIATION AGE DISABILITY GENETIC INFORMATION CONTINUING ACTION  THE PARTICULARS ARE (If additional paper is needed, allach extra sheet(s)):  Since beginning my temporary assignment at the company, Cesar Alaniz has persistently harassed me by:  Asking me to perform other male employee's duties as well as his and intimidated me saying that if I didn't, he would recommend I be fired.  He also yelled at me and constantly obsessed about my moods and accused me of having an attitude when I refused to engage with him in behavior and conversations that I felt were sexually offensive.  He made fun of my weight. He brought in a scale and would force me to get on the weight and recorded my weight on a post- it and would leave it on my desk. No other employee was subjected to this.  Continued on page 2.  I want this charge filed with both the EECC and the State or local Agency, If any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I want this charge filed with both the EECC and the State or local Agency, If any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.  I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT  SUBSCRIBED AND SWORN TO BEFORE ME THE DATE (month, day, year)  ANNOBLD, ZEPEDA IN COMMISSION EXPERDA  | Street Address   | City, State a                                     | and ZIP Code                                  | L                      |  | -                             |                  |  |
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| Date Charging Party Signature (month, day, year)  Charging Party Signature  ANNABEL D. ZEPEDA  MY COMMISSION EXPIRES   |  |   |   |                        |  |                               |                  |  |
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| Date Charging Party Signature ANNABEL D. ZEPEDA MY COMMISSION EXPIRES  | X1-20-12 )   | Trans Hours                                       |   |                        |  |                               |                  |  |
| MY COMMISSION EXPIRES  | 7  | Charging Party Signature                          |   |                        |  |                               |                  |  |
|  |  |   |   | Y COMMISSIO            | N EXPIRES                              | - 1                           | Yur              |  |

| Form 5 (11/09)  |   | C:   |                               |  |  |  |
|---|---|--|-------------------------------|--|--|--|
| CHARGE  | OF DISCRIMINATION   | Charge Presented To:   | Agency(ies) Charge No(s):     |  |  |  |
|   | e Privacy Act of 1974. See enclosed Privacy Act<br>information before completing this form.   | FEPA X EEOC  | 460-2012-01048                |  |  |  |
| Texas Workforce Commission Civil Rights Division and EEOC   |   |  |                               |  |  |  |
|   | State or local Agency   |  |                               |  |  |  |
| THE PARTICULARS ARE (If addition  | nal paper is needed, attach extra sheet(s)):  |  |                               |  |  |  |
| Page 2  |   |  |                               |  |  |  |
|   | He always commented on my moods to other employees and told them he was going to get colored flags to place on my desk so they could tell what mood I was in. |  |                               |  |  |  |
| He also took pictures   | of me from my backside and comme  | nted about me being fat.   |                               |  |  |  |
| He often had conversations of a sexual nature loud enough for me to hear, which I found to be inappropriate and embarrassing for me and also once asked me if I had gone home for a "quickie".                      |   |  |                               |  |  |  |
| He often would yell at  | me because he said I was not acting   | g right.   |                               |  |  |  |
| I finally reported him to   | o Human Resources, Marilyn Hartma   | an October 2011.   |                               |  |  |  |
| Due to the hostile work environment, I went on FMLA and was cleared by my doctor to return on December 16, 2011. Upon my return to work, Mr. Alaniz did not allow me to work and referred me to my staffing agency. |   |  |                               |  |  |  |
| I reported back to my assignment on December 19, 2012, however, I was discharged by Ross Hughes, South Texas Area Supervisor. Reason given to me: There was a decrease in temporary staffing.                       |   |  |                               |  |  |  |
| I believe I have been discriminated against because of my sex, female, and retaliated against for complaining of gender discrimination, in violation of Title VII of the Civil Rights Act of 1964, as amended.      |   |  |                               |  |  |  |
|   |   |  |                               |  |  |  |
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|   | ne EEOC and the State or local Agency, if any. 1  | NOTARY – When necessary for State  | and Local Agency Requirements |  |  |  |
| will advise the agencies if I chang<br>cooperate fully with them in the pr  | e my address or phone number and I will occessing of my charge in accordance with their   |  |                               |  |  |  |
| procedures.  I declare under penalty of perjudents  | y that the above is true and correct.   | I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.  SIGNATURE OF COMPLAINANT |                               |  |  |  |
|   | 0 1 ~   |  |                               |  |  |  |
| X Y   | town (  | SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  |                               |  |  |  |
| Dale  |   |  |                               |  |  |  |
|   |   | MY COMMISSION EX   | PIRES                         |  |  |  |